

November 3, 2025**Recruitment Announcement
Facilities Maintenance Worker****Starting Wage: \$24.82
Excellent Benefit Package****Open Until Filled****Who We Are:**

The Salem Area Mass Transit District, known as Cherriots, is a great public transit system. We work hard every day to give our customers the best experience possible. We provide local, regional, and paratransit services in Marion and Polk counties. But we do more than just transportation. We help people get to jobs, shopping, and schools. We help businesses find more workers. We ensure that people can enjoy recreational, social, faith-based, and other activities without needing a car.

Cherriots is an equal opportunity employer that aims to create a workforce that reflects our diverse community. We are committed to creating an inclusive environment for all employees and encourage individuals from all backgrounds to apply.

About the Role:

Under the administrative direction of the Facilities Maintenance Supervisor, the Facilities Maintenance Worker cleans and performs minor maintenance and repair work on the Cherriots facilities.

Duties:

- Perform general cleaning and custodial duties such as sweeping, mopping, vacuuming, disposing of wastepaper, cleaning restrooms, dusting, polishing, washing windows and woodwork, shampooing carpets, buffing and waxing floors.
- Perform minor maintenance and repair functions on facilities/equipment (e.g., inspect and maintain light fixtures, change light bulbs and tubes, and unclog lavatories).
- Ensure supplies, such as paper products, are maintained in adequate quantities and always available.
- Assist in installing, cleaning, and maintaining bus stop signs and bus shelters.
- Move materials and office furniture; prepare meeting rooms by setting up and taking down tables and chairs.
- Sweep sidewalks and shovel snow from sidewalks.

- Operate various types of equipment used in cleaning and maintaining Cherriots facilities, such as a forklift, lot sweeper, pressure washer, and sandblaster.
- Record work performed, time worked, and materials used.
- Follow all safety procedures for work areas and work assignments.
- Communicate orally and in writing with other employees and the general public at the level necessary to perform the position's duties satisfactorily.
- Interact with other employees and the general public using courtesy, tact, and good judgment.
- Act as a positive representative of Cherriots.
- Work cooperatively with others, respect co-workers, and promote teamwork.
- Regular and reliable attendance is an essential function of this position. This role requires that employees be present and engaged during assigned work hours to effectively collaborate with team members, customers, and fulfill operational needs. The ability to consistently adhere to a defined work schedule and be present on-site is crucial to the successful performance of this role's job duties and responsibilities, as the essential duties of this role require the use of tools and/or equipment physically located on-site.
- Perform additional duties as assigned.

What You Will Need to Be Successful in This Role:

- Knowledge of building maintenance and cleaning practices, equipment, and supplies.
- Knowledge of safety hazards and precautions associated with custodial and routine maintenance work.
- Clean and maintain facilities using small hand tools and other equipment, such as a pressure washer and sandblaster.
- Perform job functions independently in a timely and accurate manner.
- Safely operate forklifts, lot sweepers, service trucks, and automobiles.
- Perform the physical functions of the position. This position requires the ability to perform manual labor and withstand working at custodial and maintenance tasks for extended periods.
- Perform job functions safely.

Education and Experience:

- High school diploma or GED.
- One year of experience in facilities maintenance or a related field.
- Must present Cherriots with a valid Oregon driver's license and must maintain a driving record that demonstrates adherence to safety and traffic laws and regulations.
- Candidates with any satisfactory combination of related experience and training that equips them with the required knowledge, abilities, and skills for

this position are encouraged to apply. Cherriots reserves the right to determine the equivalences of education and experience.

Special Requirements:

- Experience navigating a labor union environment.
- Clean driving record.
- Successfully pass a drug test (including marijuana) and criminal background check.

Physical Requirements

- A person must be able to walk, stand, and sit for extended periods, have the ability to see, hear, and talk effectively, be able to use hands for typing, handling objects, and controlling tools or equipment, and use hands and arms to reach for items.
- Regularly carry items weighing up to 20 pounds. Lift and push/pull items weighing up to 20 pounds.
- The person needs to bend, twist, climb, crawl, and kneel frequently as part of their tasks.
- Frequent changes in body positions are necessary.

Working Conditions

- Work is performed both inside and outside Cherriots buildings, so there will be some exposure to inclement weather.
- Exposure to dust, fumes, cleaning agents, etc., typical of custodial/building maintenance work.
- Subject to varying shift schedules, including callbacks in emergencies.
- Must travel occasionally to attend meetings and conferences.

To Apply:

Applications are preferred over resumes.

If you have any questions about the application or selection process, or if you need an accommodation at any stage, please contact our Human Resources Specialist at recruitment@cherriots.org or 503-361-7502. They're your go-to resource for anything related to the application process.

To obtain an application:

- Email: Request that an application and recruitment announcement be sent by emailing recruitment@cherriots.org.
- Internet: Download the application in Microsoft Word format (.doc) or Adobe Acrobat format (.pdf) from Cherriots' careers page.
<https://www.cherriots.org/careers/>
- Telephone: Request that an application be sent to you by calling the Human Resources Department at 503-588-2424.
- Fax: Request that an application be faxed to the Human Resources Department at 503-361-7532.
- Mail: Request an application via mail.
Cherriots
Attn: HR Specialist, Human Resources Department
555 Court St NE, Suite 5230
Salem, OR 97301

Selection Process:

- The candidate will be notified via email within two weeks of submitting their application regarding the status.
 - Resume review
 - Application review
 - Driving record review
 - Panel interview
 - Drug screen
 - Criminal background check



SALEM AREA MASS TRANSIT DISTRICT

Bargaining Benefits

as of 7/1/2025

At time of hire

- **Sick Leave** - 3.70 hours, accrued bi-weekly, available after 90 days.
- **10 Paid Holidays per year**
 - New Year's Day
 - Martin Luther King Jr. Day
 - Presidents Day
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veterans Day
 - Thanksgiving Day
 - Christmas Day
- **Felonious Assault Insurance** - American International Group - \$100,000 in coverage - Premium 100% paid by the District.
- **Employee Assistance Program (EAP)** - Canopy - Confidential support for life's challenges, including mental health and grief counseling, financial and legal resources, and more. Premium is 100% paid by the District.
- **Universal Bus Pass** - Ride Cherriots buses for free.

Starting the first day of the month following hire date

- **Medical and Prescription Insurance** - PacificSource or Kaiser Permanente - Premium is 100% paid by the District.
- **Vision and Hearing Insurance** - Ameritas/VSP - Premium is 100% paid by the District.
- **Dental Insurance** - Delta Dental / MODA - Premium is 100% paid by the District.

MORE
BENEFITS





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as of 7/1/2024

After completion of Trial Service

- **Vacation Leave** - Accrued bi-weekly from date of hire. Accrual schedule starts at:
0-2 years of service | 3.08 hours bi-weekly | 10 days per year
- **Life Insurance, Accidental Death & Dismemberment Insurance** - Reliance Standard.
 - \$23,000 for employee - 100% paid by District.
 - \$2,000 for spouse - 100% paid by District.
 - \$1,000 for dependents - 100% paid by District.
- **Defined Benefit Retirement Plan** - Retirement benefit equal to $1.64\% \times (\text{years of service}) \times (\text{final average salary})$
- **Health Retirement Account** - HRA VEBA - \$838 provided by the District annually, prorated contribution upon completion of trial service.
- **Family Bus Pass** - Eligible dependents ride free.

Voluntary employee funded benefits

- **Voluntary Long Term Disability Insurance** - Reliance Standard
- **Voluntary Supplemental Term Life Insurance** - Reliance Standard.
 - Guaranteed issue of \$100,000 for employee, \$20,000 for spouse, and \$15,000 for child(ren).
- **Deferred Compensation Plan** - MissionSquare Retirement.
- **Legal and Identity Protection** - LegalShield and IDShield.
- **Flexible Spending Account (FSA)** - Professional Benefits Services.

NOTE:

This is a summary of benefits provided by Salem Area Mass Transit District for employees and dependents. It should not be construed as full or final information on these benefits, which are subject to change. For complete details and requirements, please refer to Personnel Policies and Contract of Insurance.